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FILE *Training 3-1*

DD/S 69-1185

20 MAR 1969

MEMORANDUM FOR: **Inspector General**

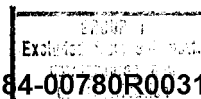
Gordon:

I appreciate very much your feedback of reactions of three Support CT returnees to the change in policy of our Support CT Program. I am particularly encouraged by your report that these young men displayed a fine attitude and reflected good morale.

I established the new policy in February 1968 because career management realities demanded a change. Ceiling reductions and BALPA sharply reduced the number of overseas general administrative positions to which we had formerly been rotating new Support CT's. The new policy requires that a Support CT become established in a functional Support Career Service, acquire the professional skills of that Career Service, and move up the managerial path of that Career Service. The generalist career is not closed to these individuals; as they demonstrate their excellence, they can and will be tapped for generalist assignments.

At the time of the shift in policy, I was concerned about its impact on the approximately 125 Support CT's who had entered the Support Services under the old generalist concept. They expected an early generalist tour before fixing on a functional Career Service. In order to have as smooth a transition as possible, I designated a senior officer to explain the rationale for the change in policy to each one of these CT's, and to help them select a functional Career Service most appropriate for their interests and background. To date, approximately 90 CT's have been briefed by this officer and have entered the career management system of a functional Support Career Service. Four transferred to other Directorates; four resigned; and, twenty-two entered the "S" Service. As the remaining thirty-five return from overseas, they too will be briefed and lined up with a functional Support Career Service.

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I have been highly encouraged to date by the positive reaction shown by the overwhelming majority of Support CT's. It is always difficult to change ground rules and it is a tribute to the high quality of these individuals that they have understood and accepted the realities which necessitated a change in policy. My feeling has been reinforced by your memorandum on this subject.

SIGNED R. L. Bannerman

R. L. Bannerman
Deputy Director
for Support

Distribution:

O & 1 - Adse
✓ 1 - DD/S Subj w/Orig of background (DD/S 69-0896) and note frm JEF
1 - DD/S Chrono w/cy of note
1 - SOS/DDS Chrono
SOS/DDS/JEF:lsm(18 Mar 69)

ILLEGIB

DD/S 69-0896 --Memo to DD/S frm IG dtd 25 Feb 69

4 March 1969

NOTE FOR: Mr. Bannerman via Messrs. [] & Coffey

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SUBJECT : IG Memo on Reactions of Three SD CT Returnees to the
new Support CT Policy

1. I am pleasantly surprized by the basically positive reactions noted in the IG memo. Since you established a new policy in February 1968, I have talked to approximately 63 CT's assigned in Headquarters and approximately 25 who have returned from overseas tours. All these CT's entered the Support Services under the old generalist concept.

2. I gave each one the rationale for the change in the policy; I spent considerable time trying to point out the realities of numbers of generalist positions at Headquarters and overseas, the importance of having a skill, impact of BALPA, and other related Career Service matters. I was, and am still, pleased at the apparent reaction of each of these individuals; in only one or two cases could I detect negative reaction. The most usual comment was the one offered by the first subject in the IG memo -- "recognizes policy changes are legitimate but felt that they should not be made retroactive particularly in the individual's case." I spent much time noting that the generalist path was not closed to these individuals, that as they demonstrated their excellence for a functional career service, they could be tapped for or request generalist assignments.

3. Selective hearing being what it is, there are a few mis-statements and incomplete understanding from two of the three Support returnees, but I am most encouraged by the last paragraph of Mr. Stewart's memo. The Support CT's who came in under the old policy have displayed a fine attitude toward the necessary change in policy. Out of the approximately 90 briefed by me, four transferred to other Directorates and four resigned; the others entered the career management system of a functional Support Career Service including 22 who came into the "S" Service.

4. I don't think Mr. Stewart's memo requires a formal reply; I suggest you satisfy his "curiosity" over lunch.

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Support Operations Staff/DDS

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*Draft on
informal
reply in
response
to the
enclosure.*

*this will close
12 Mar 69*

Next 1 Page(s) In Document Exempt

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69-0896

25 February 1969

MEMORANDUM FOR: Deputy Director for Support

Bob:

In drawing up the annual report on our returnee interview program, we came upon three cases in which young careerists in your SA service had remarked about a change in policy in accordance with which they were being removed from that service and placed in the service of one of the DDS component offices. To give you some idea of the flavor of their reaction to this change, I quote from the interview reports:

" (Subject) was then acquainted with the fact . . . that the policy under which the support generalist career had been started for JOT's in 1964 had been reversed. The Support Directorate was now asking all JOT's to specialize; he was asked to select a career in personnel, or administration, et al; he was told that SA was composed only of senior officers, that there were no slots below GS-13 (or GS-14); and that staff employees who had proved their capabilities in one of the special fields would be selected for assignment as general support officers when they achieved this grade level. He said that he recognized that policy changes are legitimate but feels that they should not be made retroactive. He and one other JOT in the same situation have asked to retain their SA career designation; the career panel is considering their cases."

"Without complaining, Subject says he and others of his group were wondering why things have turned out as they have. He began processing for overseas as soon as training was completed. They were told they were going to be in a six-year training program, after which they would pick their specific career field. Things have changed in the DDS, and DDS CTs now have to pick their career fields beforehand."


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"Subject says that his feeling about the Agency is at its lowest point. The general support career has been eliminated. He can understand that there may be good reasons for this, but he was not informed in the field and might have made other decisions had he known. His FRQ was answered affirmatively -- he was told his assignment would be in headquarters, but no specific job was noted. When he contacted his responsible office ... he was informed of the above and told he would have to choose one of the support areas."

In one of the interviews there was some suggestion that this new policy may be under further consideration. If it is, I should be interested in knowing how the matter stands at the present time.

I am writing to you more out of curiosity than I have any feeling there is serious trouble in this area. The interviews from which the above quotations are taken reflect good morale and a fine attitude on the part of ~~all three young men~~. *two of the men. Even the thirist, states in his statement above, seems to be OK.*


Gordon M. Stewart
Inspector General

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